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I, Peter K. Trzyna (Reg. No. 32, 601), hereby certify that this
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PATENT

Paper No.

File No. Ryan-P1-04

Date: August 18, 2004

Signed: 
Peter K. Trzyna (Reg. No. 32,601)

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Inventor	:	Raymond B. Ryan
Serial No.	:	10/816,014
Filed	:	April 1, 2004
For	:	EQUITY BASED INCENTIVE COMPENSATION PLAN COMPUTER SYSTEM
Group Art Unit	:	3624
Examiner	:	

The Commissioner of Patents
and Trademarks
Washington, D.C. 20231

COMBINED DECLARATION AND POWER OF ATTORNEY

S I R :

As a below-named inventor, the undersigned hereby respectfully declares that:
the residence, address, and citizenship are as stated below; I believe that I am the original, first
inventor of the subject matter which is claimed and for which a patent is sought in the
above-referenced specification; I have reviewed and understand the contents of the above-
identified specification, including the claims, if any; I acknowledge the duty to disclose
information which is material to the examination of this application in accordance with Title 37,
Code of Federal Regulations §1.56(a); and that all statements made on my own knowledge are
true and all statements made on information and belief are believed to be true, and further

that these statements are made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

I hereby appoint as my attorney, with full powers of inspection, substitution, revocation, and power to appoint associate attorneys, Peter K. Trzyna (Reg. No. 32,601 and a member of the Illinois, New York, and Washington D.C. bars).

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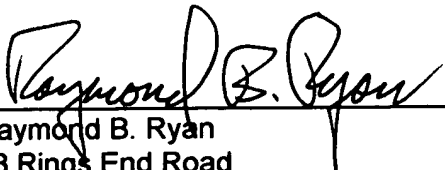
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Peter K. Trzyna at

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I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statement may jeopardize the validity of the application or any patent issued thereon.

Date: August 11, 2004


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